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SUBJECT Overtime Pay in the USSR

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1. [REDACTED] Andesite Stone Quarry in Kirovo and other industrial installations in Mukachevo, the workers were paid overtime as follows:

- a. For the first hour of overtime, double rate;
- b. For the second hour of overtime, 2½ rate;
- c. For additional hours an even higher rate with which I am not familiar.

2. Overtime work could be ordered only when there was an authorization for it by the responsible ministry. Usually this authorization was requested in advance for the coming production year. Then the heads of enterprises were authorized to order overtime work within the limits allowed for their enterprises. However, it took quite a bit of justification to get any kind of authorization for overtime work. The Andesite Stone Quarry in Kirovo, [REDACTED] never could obtain such authorization. [REDACTED] the Mukachevo Brewery always had some authorized overtime work for the brewers.

3. Personnel employed on a monthly salary basis were not compensated for overtime work. They were supposed to perform their duties during regular working hours, and if they were unable to do so, they had to work overtime but were not paid for their work.

4. Workers employed on an hourly wage rate were compensated for overtime in the way I have stated in [Paragraph 1]; the same applied to those employed at piece rates.

5. Normally overtime was scheduled to eliminate results of difficulties (e.g., accidents or new items ordered for production) which could not have been foreseen at the time when the annual production plan was made. It required quite a bit of explanation to get authorization for overtime to insure the fulfillment of the production plan if nothing had happened to hamper its realization, or if it was only to eliminate

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bottlenecks created under normal conditions. This would not be authorized and would make the enterprise's director responsible for the production failure.

6. When overtime was justified and authorized, not more than one or two hours were added to the work day. Sunday work was performed very rarely, and it was compensated for at a straight double rate.
7. If workers worked extra hours at the end of the work day or on Sundays to compensate for lay-offs during the regular working time, this work was paid for at the overtime rates. The reason for this was that workers were not responsible for the lay-off and, therefore, had to be paid overtime rates.
8. In general, because of high rates paid, the Soviet workers liked to work overtime very much.

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